

**CITY COUNCIL**  
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**CITY ATTORNEY**  
Thomas J. Wilson, Jr.

**R-23-20**  
**RESOLUTION TO ADOPT A**  
**TITLE VI POLICY**  
**TO PROHIBIT DISCRIMINATION**  
**IN PROGRAMS AND SERVICES**

**WHEREAS**, in 1964, Congress enacted the Civil Rights Act, which included that section labeled Title VI, prohibiting discrimination against anyone in the United States because of race, color or national origin by any agency receiving Federal funds; and

**WHEREAS**, the Federal –Aid Highway Act of 1973 added the requirement that there be no discrimination on the grounds of sex; and

**WHEREAS**, the Age Discrimination Act of 1975 prohibits discrimination in federally-assisted Programs; and

**WHEREAS**, the Civil Rights Restoration Act of 1987 clarified the original intent of Congress in Title VI of the 1964 Civil Rights Act to make clear that discrimination is prohibited through an entire agency if any part of the agency receives Federal financial assistance; and

**WHEREAS**, Executive Order 12898 (issued February 11, 1994) addresses Environmental Justice regarding minority and low-income populations; and

**WHEREAS**, Executive Order 13166 (issued August 16, 2000) improves access to services for persons with limited English proficiency; and

**WHEREAS**, as a federal aid recipient, the City of Lincolnton is to ensure that none of its activities or programs treat any part of the community any differently than another; and

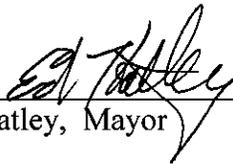
**WHEREAS**, the City of Lincolnton has no formal policy in place for defining and preventing discrimination in its activities and programs; and

**WHEREAS**, a policy and procedure for reporting violations will provide guidelines for the City, City Departments and private persons and companies doing business with the City.

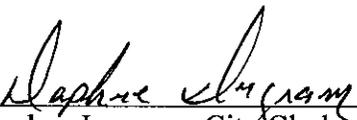
**NOW, THEREFORE, BE IT RESOLVED** by the City Council of the City of Lincolnton that the attached "Title VI Policy" is hereby adopted as the official policy of the City of Lincolnton for applying, reporting and enforcing Title VI of the Civil Rights Act of 1964.

**Adopted this 3rd day of December, 2020.**



  
\_\_\_\_\_  
Ed Hatley, Mayor

ATTEST:

  
\_\_\_\_\_  
Daphne Ingram, City Clerk

# **CITY OF LINCOLNTON**

## **TITLE VI NONDISCRIMINATION POLICY**

**It is the policy of the City of Lincolnton to ensure that no person shall, on the grounds of race, color, national origin, limited English Proficiency, income-level, sex, age, or disability, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any City of Lincolnton program or activity, including, where applicable, religion, as provided by Title VI of the Civil Rights Act of 1964, and other pertinent nondiscrimination authorities.**

**The following practices are hereby prohibited throughout the City of Lincolnton to comply, at a minimum, with Title VI and related requirements:**

- Denying to an individual any standard service, financial aid, or other program benefit without good cause;**
- Providing any service, financial aid, or other benefit to a person which is distinct in quantity or quality, or is provided in a different manner, from that provided to others under the program;**
- Subjecting a person to segregation or separation treatment in any part of a program;**
- Restrictions in the enjoyment of any advantages, privileges, or other benefits enjoyed by others;**
- Methods of administration which, directly or through contractual relationships, would defeat or substantially impair the accomplishment of effective nondiscrimination;**
- Different standards, criteria, or other requirements for admission, enrollment, or participation in planning, advisory, contractual or other integral activities;**
- Acts of intimidation or retaliation, including threatening, coercing, or discriminating against any individual for the purpose of interfering with any right or privilege secured by any pertinent nondiscrimination law, or because he or she has made a complaint, testified, assisted, or participated in any manner in an investigation, proceeding, or hearing; and**
- Discrimination in any employment resulting from a program, a primary objective of which is to provide employment.**

**To assure that appropriate program measures are implemented and monitored, Laura Elam, Planning Director, will serve as the City of Lincolnton's Title VI Coordinator.**

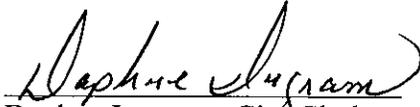
As an expression of my commitment to and support of the City's Title VI Nondiscrimination Program, below is my signature as the Mayor of the City of Lincolnton.

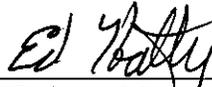
The foregoing Policy Statement was unanimously approved by the Lincolnton City Council at its regular December 3, 2020 meeting.

Adopted this 3<sup>rd</sup> day of December, 2020.



ATTEST

  
Daphne Ingram, City Clerk

  
Ed Hatley, Mayor